

**Manpower  
Employment  
Outlook Survey  
Slovakia**

**Q2  
2016**



# Slovakia Employment Outlook

The Manpower Employment Outlook Survey for the second quarter 2016 was conducted by interviewing a representative sample of 755 employers in Slovakia. All survey participants were asked, “How do you anticipate total employment at your location to change in the three months to the end of June 2016 as compared to the current quarter?”

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# Slovakia Employment Outlook

	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Apr-June 2016</b>	<b>11</b>	<b>3</b>	<b>84</b>	<b>2</b>	<b>8</b>	<b>8</b>
Jan-Mar 2016	14	4	78	4	10	12
Oct-Dec 2015	14	7	79	0	7	8
July-Sep 2015	17	5	76	2	12	9
Apr-June 2015	13	5	79	3	8	8



Slovakian employers report cautiously optimistic hiring plans for the April-June time frame. With 11% of employers expecting to increase staffing levels, 3% forecasting a decrease and 84% anticipating no change, the Net Employment Outlook is +8%.

Once the data is adjusted to allow for seasonal variation, the Outlook also stands at +8%. Hiring intentions are 4 percentage points weaker when compared with the previous quarter but employers report no change year-over-year.

Throughout this report, we use the term “Net Employment Outlook.” This figure is derived by taking the percentage of employers anticipating total employment to increase and subtracting from this the percentage expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook.

From this point forward, all data discussed in the commentary is seasonally adjusted, unless stated otherwise.

# Organisation-Size Comparisons

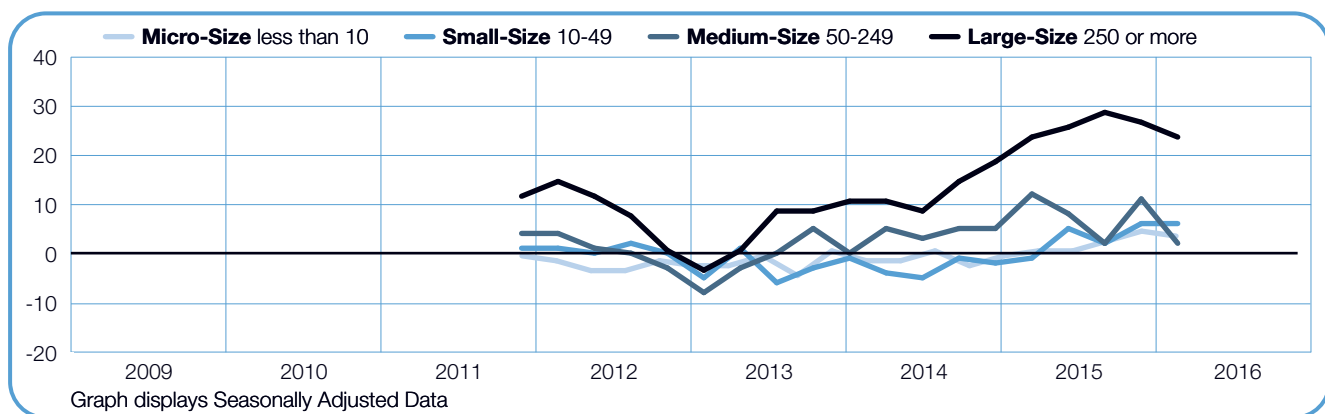
Participating employers are categorized into one of four organization sizes: Micro businesses have less than 10 employees; Small businesses have 10-49 employees; Medium businesses have 50-249 employees; and Large businesses have 250 or more employees.

Workforce gains are anticipated by employers in all four organization size categories during the next three months. Large employers anticipate solid payroll gains with a Net Employment Outlook of +23%, while Outlooks stand at +6% and +4% in the Small- and Micro-size categories, respectively. Medium employers forecast slow-paced hiring activity with an Outlook of +2%.

Quarter-over-quarter, Outlooks decline by 9 and 3 percentage points for Medium- and Large-size employers, respectively. Elsewhere, Micro employers report relatively stable hiring plans, while the Outlook for Small firms is unchanged.

When compared with 2Q 2015, Small- and Micro-size employers report improved hiring prospects with increases of 7 and 3 percentage points, respectively. However, the Outlook for Medium employers declines by a considerable margin of 10 percentage points. Large employers report no year-over-year change.

Organisation-Size	Increase	Decrease	No Change	Don't Know	Net Employment Outlook	Seasonally Adjusted
	%	%	%	%	%	%
<b>Micro-Size</b> less than 10	5	2	90	3	3	4
<b>Small-Size</b> 10-49	8	1	89	2	7	6
<b>Medium-Size</b> 50-249	9	5	83	3	4	2
<b>Large-Size</b> 250 or more	26	5	66	3	21	23



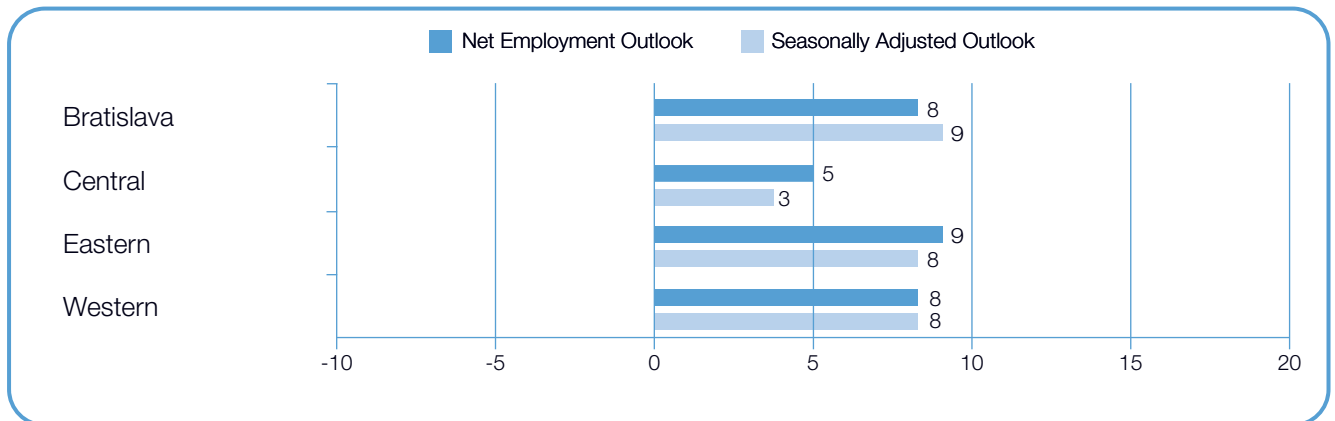
# Regional Comparisons

Employers report that job seekers in all four regions can expect some hiring opportunities in the forthcoming quarter. The strongest labor market is anticipated in Bratislava, where the Net Employment Outlook stands at +9%. Elsewhere, employers in both Eastern and Western Slovakia report Outlooks of +8%, while Central Slovakia employers report reserved hiring plans with an Outlook of +3%.

When compared with the previous quarter, the Outlook weakens in all four regions, most notably

by 6 percentage points in Bratislava. Hiring prospects decline by 4 percentage points in both Central and Eastern Slovakia, while the Outlook for the Western region is 3 percentage points weaker.

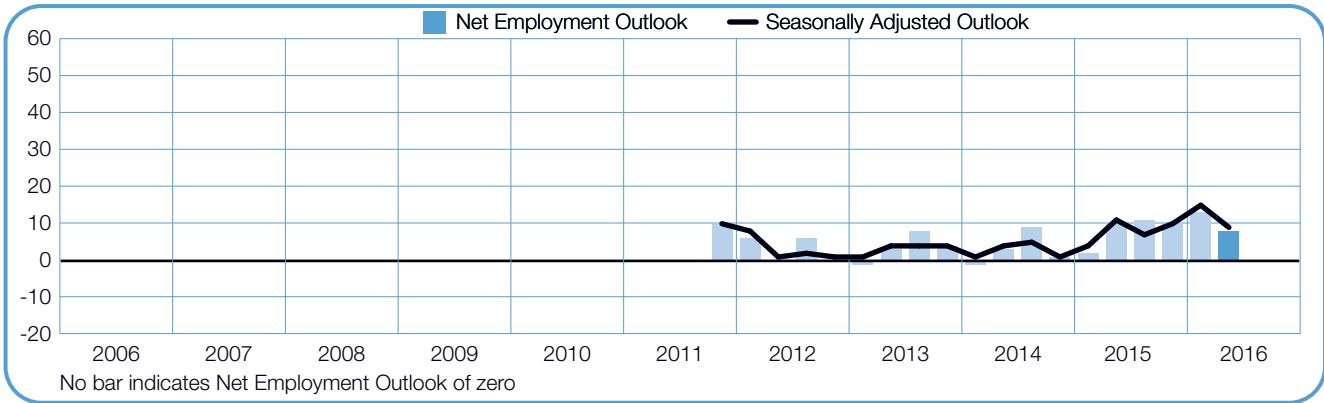
Year-over-year, employers in Western Slovakia report an improvement of 2 percentage points. However, Outlooks are 2 percentage points weaker in both Bratislava and Central Slovakia, while the Outlook for the Eastern region is unchanged.



**+9 (+8)%**

## Bratislava

With a Net Employment Outlook of +9%, employers anticipate a cautiously optimistic hiring pace in the upcoming quarter. However, hiring plans are 6 and 2 percentage points weaker quarter-over-quarter and year-over-year, respectively.



**+3 (+5)%**

## Central

Job seekers can expect modest hiring opportunities in the April-June period, according to employers who report a Net Employment Outlook of +3%. When compared with the previous quarter, the Outlook declines by 4 percentage points, and employers also report a decrease of 2 percentage points year-over-year.



**+8 (+9)%**

## Eastern

A fair hiring climate is forecast for 2Q 2016 with employers reporting a Net Employment Outlook of +8%. The Outlook declines by 4 percentage points quarter-over-quarter but is unchanged year-over-year.



**+8 (+8)%**

## Western

Employers anticipate a moderate hiring pace in the next three months, reporting a Net Employment Outlook of +8%. While hiring plans are 3 percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of 2 percentage points.

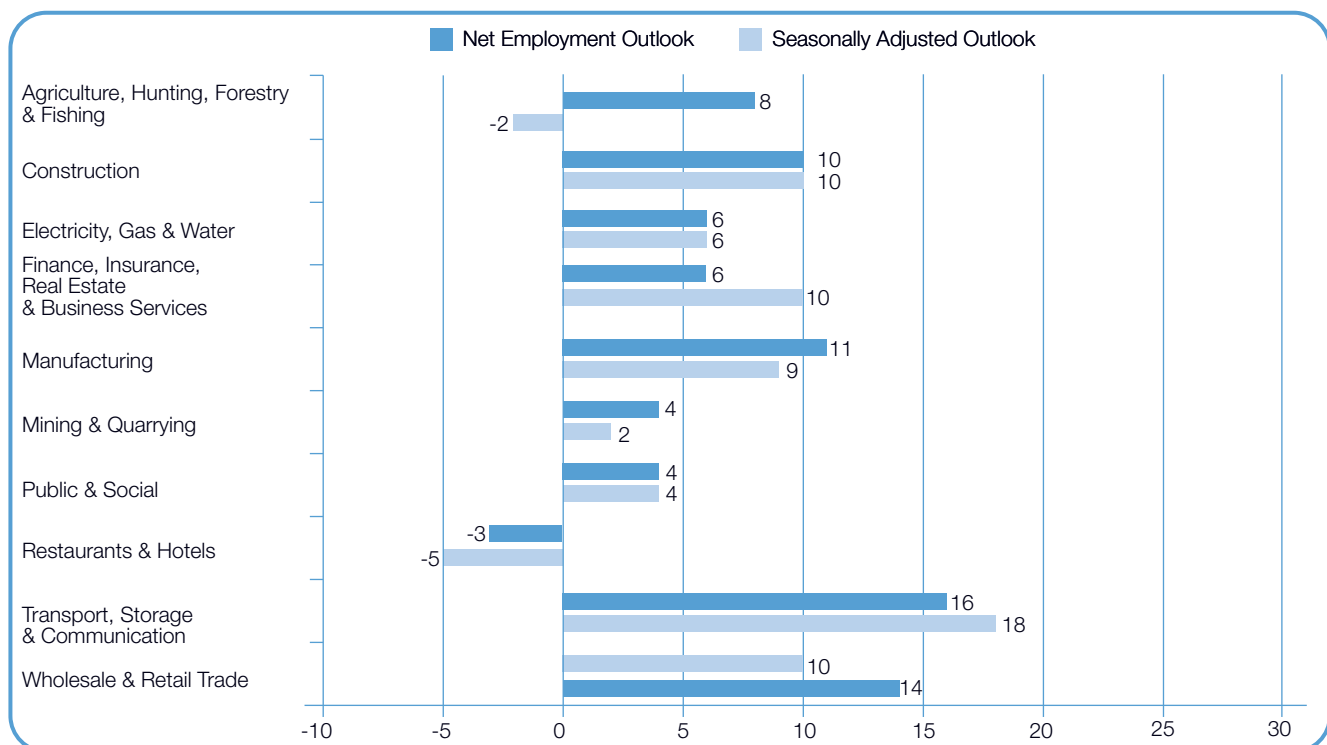


# Sector Comparisons

Employers in eight of the 10 industry sectors expect to grow staffing levels during 2Q 2016. The strongest labor market is forecast by Transport, Storage & Communication sector employers who report a Net Employment Outlook of +18%. Steady payroll gains are anticipated by Wholesale & Retail Trade sector employers with an Outlook of +14%, while employers in two sectors report Outlooks of +10% – the Construction sector and the Finance, Insurance, Real Estate & Business Services sector. Elsewhere, Manufacturing sector employers report cautiously optimistic hiring plans with an Outlook of +9%, and some hiring opportunities are forecast for the Electricity, Gas & Water Supply sector, where the Outlook stands at +6%. However, employers in two sectors anticipate a decline in staffing levels, with Outlooks of -5% and -2% reported in the Restaurants & Hotels sector and the Agriculture, Hunting, Forestry & Fishing sector, respectively.

When compared with 1Q 2016, Outlooks weakened in six of the 10 industry sectors, most notably by 11 percentage points in the Manufacturing sector. Restaurants & Hotels sector employers report a decrease of 6 percentage points and the Outlook for the Mining & Quarrying sector declines by 3 percentage points. Meanwhile, employers in one sector – the Transport, Storage & Communication sector – report a slight improvement of 2 percentage points.

Year-over-year, hiring prospects improve in five of the 10 industry sectors, most notably by 14 and 10 percentage points in the Electricity, Gas & Water Supply sector and the Transport, Storage & Communication sector, respectively. However, hiring intentions also weaken in three sectors. A considerable decrease of 10 percentage points is reported for the Restaurants & Hotels sector, while Manufacturing sector employers report a decline of 8 percentage points.

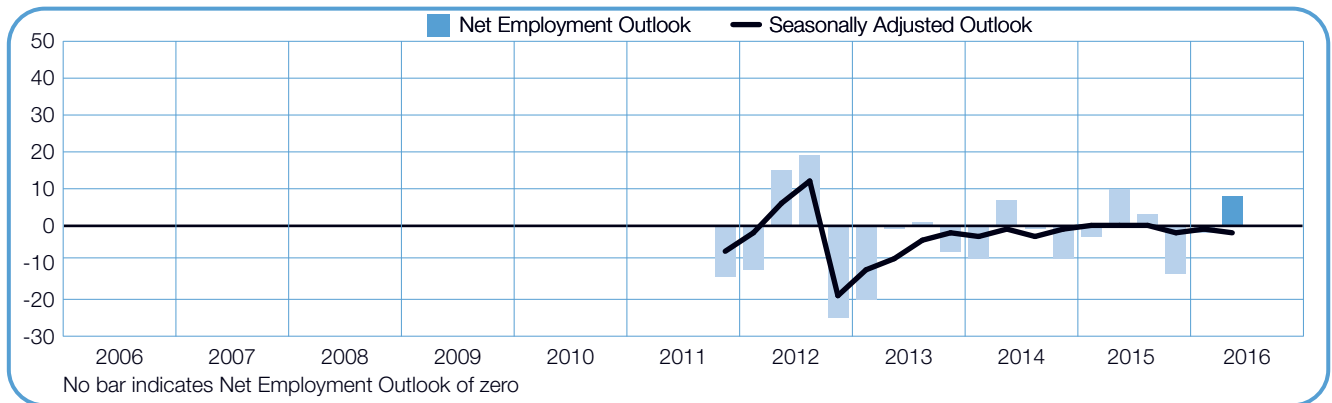




**-2 (+8)%**

## Agriculture, Hunting, Forestry & Fishing

Employers continue to anticipate an uncertain hiring climate, reporting a Net Employment Outlook of -2% for the upcoming quarter. Hiring prospects remain relatively stable quarter-over-quarter but decline by 2 percentage points when compared with 2Q 2015.



**+10 (+10)%**

## Construction

For the second consecutive quarter, employers forecast the strongest hiring pace since the survey began in 4Q 2011, reporting a Net Employment Outlook of +10% for 2Q 2016. Hiring plans are 3 percentage points stronger year-over-year.



**+6 (+6)%**

## Electricity, Gas & Water

Reporting a Net Employment Outlook of +6%, employers anticipate some hiring opportunities in the next three months. Hiring intentions are unchanged when compared with the previous quarter and improve by 14 percentage points year-over-year.



**+10 (+6)%**

## Finance, Insurance, Real Estate & Business Services

Job seekers can expect a cautiously optimistic hiring pace in the April-June time frame, according to employers who report a Net Employment Outlook of +10%. The Outlook declines by 2 percentage points quarter-over-quarter and is unchanged year-over-year.



**+9 (+11)%**

## Manufacturing

Moderate payroll gains are anticipated in the forthcoming quarter with employers reporting a Net Employment Outlook of +9%. However, hiring prospects are considerably weaker when compared with the previous quarter, declining by 11 percentage points. Year-over-year, the Outlook decreases by 8 percentage points.



**+2 (+4)%**

## Mining & Quarrying

Employers forecast slow-paced hiring activity in the next three months, reporting a Net Employment Outlook of +2%. While the Outlook is 3 percentage points weaker quarter-over-quarter, employers report a year-over-year improvement of 4 percentage points.



**+4 (+4)%**

## Public & Social

A modest increase in staffing levels is expected in 2Q 2016 with employers reporting a Net Employment Outlook of +4%. Hiring intentions in the sector are unchanged both quarter-over-quarter and year-over-year.



**-5 (-3)%**

## Restaurants & Hotels

Job seekers can expect a downbeat hiring climate in the April-June period, according to employers who report a Net Employment Outlook of -5%. The Outlook is 6 percentage points weaker when compared with the previous quarter and declines by 10 percentage points year-over-year.



**+18 (+16) %**

## Transport, Storage & Communication

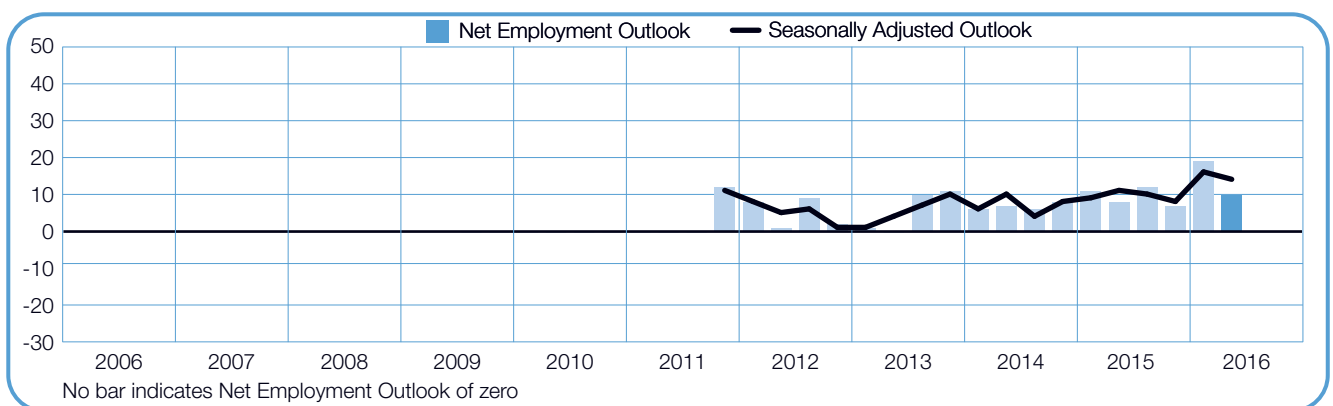
With a Net Employment Outlook for the coming quarter of +18%, employers anticipate the strongest labor market since the survey began in 4Q 2011 following seven consecutive quarters of steady improvement. Hiring plans are 2 percentage points stronger quarter-over-quarter and improve by 10 percentage points year-over-year.



**+14 (+10)%**

## Wholesale & Retail Trade

Hopeful hiring prospects are reported for the next three months with employers reporting a Net Employment Outlook of +14%. Hiring intentions decline by 2 percentage points quarter-over-quarter but are 3 percentage points stronger year-over-year.



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## The Manpower Employment Outlook Survey is ManpowerGroup's quarterly index of employer hiring confidence.

ManpowerGroup interviewed over 58,000 employers across 42 countries and territories to forecast labor market activity\* in Quarter 2 2016. All participants were asked, "How do you anticipate total employment at your location to change in the three months to the end of June 2016 as compared to the current quarter?"

ManpowerGroup's second-quarter research reveals that job gains are expected in 39 of 42 countries and territories during the April-June time frame. However, despite little indication of labor market contraction, hiring intentions in most countries and territories continue to remain modest. In fact, some key labor markets, such as Germany, France and Italy, are clearly struggling to gain traction amid the current economic uncertainty. Faced with the slowdown in China and ongoing turmoil in commodity markets, most employers across the globe appear to be taking the measured approach of adding staff only when needed.

Despite some anticipated job gains, actual job growth is expected to slow by varying degrees with employers in a slim majority of countries and territories scaling back their hiring plans in both quarter-over-quarter and year-over-year comparisons. Hiring plans strengthen in only eight of 42 countries and territories when compared with the first three months of 2016 and weaken in 22. Outlooks improve in 12 countries and territories when compared with Quarter 2 2015 but decline in 23. Second-quarter hiring confidence is strongest in India, Japan, Taiwan, Colombia and Guatemala, while the weakest hiring prospects are reported in Brazil, France and Italy.

Across the Europe, Middle East & Africa (EMEA) region, workforce gains are forecast in 22 of 24 countries. Hiring plans improve in five countries quarter-over-quarter but weaken in 11. In a year-over-year comparison, job gains are expected to improve in six countries and decline in 13. For the first time in the EMEA region, employers in Bulgaria report the most optimistic hiring intentions. Conversely, French employers report the weakest hiring plans, as well as the only negative forecast in EMEA.

Staffing levels are expected to grow in all eight Asia Pacific countries and territories during the April-June time frame. However, second-quarter forecasts weaken in seven countries and territories when compared with the first three months of the year. Similarly, hiring plans decline by varying margins in seven countries and territories in a year-over-year comparison and strengthen only in Japan. For the third consecutive quarter, employers in India report the most optimistic regional and global hiring plans, while the region's weakest hiring intentions are reported by Australian employers.

Employers in nine of 10 countries in the Americas region expect some workforce gains in the upcoming quarter. Outlooks improve in three countries and decline in four in a quarter-over-quarter comparison. Year-over-year, hiring prospects are stronger in five countries and decline in only three. Employers in Colombia, Guatemala and the United States report the region's most optimistic second-quarter hiring plans, while for the fifth consecutive quarter employers in Brazil report an overall decline in payrolls as well as the weakest hiring plans in the region and across the globe.

Full survey results for each of the 42 countries and territories included in this quarter's survey, plus regional and global comparisons, can be found at [www.manpowergroup.com/meos](http://www.manpowergroup.com/meos). The next Manpower Employment Outlook Survey will be released on 14 June 2016 and will detail expected labor market activity for the third quarter of 2016.

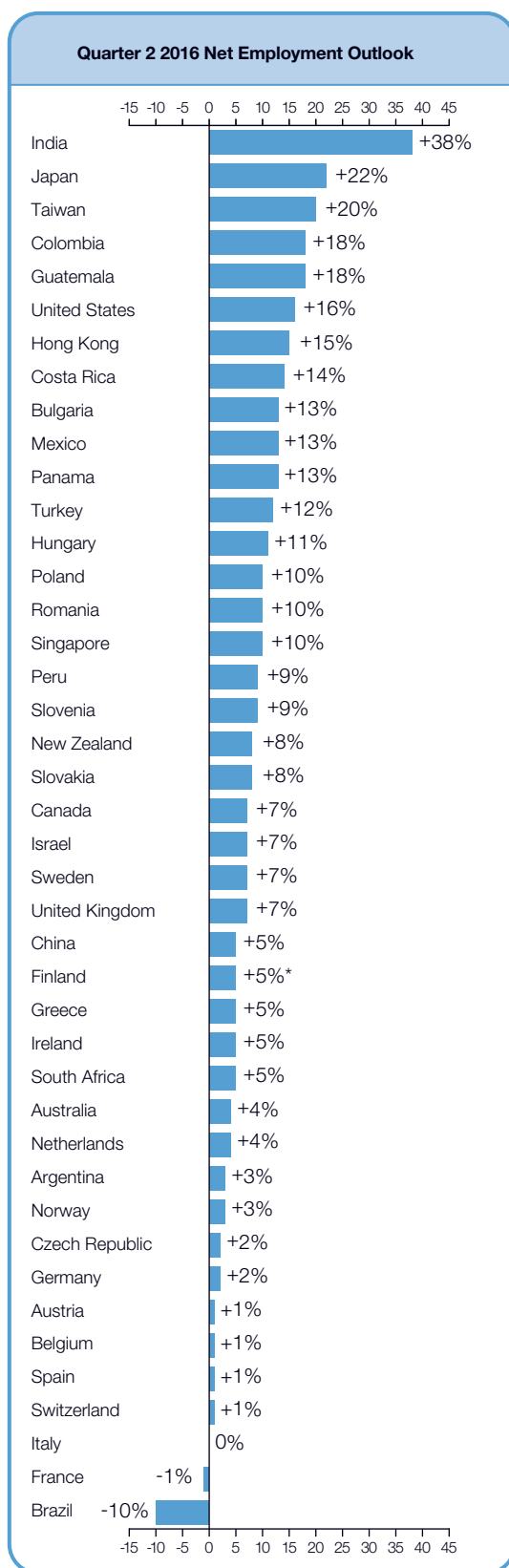
\* Commentary is based on seasonally adjusted data where available. Data is not seasonally adjusted for Finland.

# Global Employment Outlook

	Quarter 2 2016	Qtr on Qtr Change Q1 2016 to Q2 2016	Yr on Yr Change Q2 2015 to Q2 2016
	%		
<b>Americas</b>			
Argentina	6 (3) <sup>1</sup>	-2 (-5) <sup>1</sup>	0 (0) <sup>1</sup>
Brazil	-5 (-10) <sup>1</sup>	5 (-2) <sup>1</sup>	-8 (-8) <sup>1</sup>
Canada	10 (7) <sup>1</sup>	8 (0) <sup>1</sup>	-3 (-3) <sup>1</sup>
Colombia	19 (18) <sup>1</sup>	9 (7) <sup>1</sup>	4 (3) <sup>1</sup>
Costa Rica	17 (14) <sup>1</sup>	1 (-2) <sup>1</sup>	6 (4) <sup>1</sup>
Guatemala	18 (18) <sup>1</sup>	3 (3) <sup>1</sup>	8 (8) <sup>1</sup>
Mexico	14 (13) <sup>1</sup>	3 (0) <sup>1</sup>	2 (2) <sup>1</sup>
Panama	13 (13) <sup>1</sup>	2 (1) <sup>1</sup>	-4 (-4) <sup>1</sup>
Peru	10 (9) <sup>1</sup>	2 (0) <sup>1</sup>	2 (1) <sup>1</sup>
United States	18 (16) <sup>1</sup>	4 (-1) <sup>1</sup>	0 (0) <sup>1</sup>

<b>Asia Pacific</b>			
Australia	6 (4) <sup>1</sup>	-2 (-4) <sup>1</sup>	-4 (-4) <sup>1</sup>
China	5 (5) <sup>1</sup>	-2 (-2) <sup>1</sup>	-4 (-4) <sup>1</sup>
Hong Kong	14 (15) <sup>1</sup>	-1 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
India	39 (38) <sup>1</sup>	-1 (-3) <sup>1</sup>	-2 (-2) <sup>1</sup>
Japan	29 (22) <sup>1</sup>	8 (-1) <sup>1</sup>	0 (1) <sup>1</sup>
New Zealand	10 (8) <sup>1</sup>	-1 (-3) <sup>1</sup>	-9 (-9) <sup>1</sup>
Singapore	10 (10) <sup>1</sup>	1 (-1) <sup>1</sup>	-4 (-4) <sup>1</sup>
Taiwan	21 (20) <sup>1</sup>	0 (-7) <sup>1</sup>	-25 (-25) <sup>1</sup>

<b>EMEA†</b>			
Austria	3 (1) <sup>1</sup>	3 (-3) <sup>1</sup>	0 (0) <sup>1</sup>
Belgium	2 (1) <sup>1</sup>	1 (0) <sup>1</sup>	-1 (-1) <sup>1</sup>
Bulgaria	19 (13) <sup>1</sup>	14 (2) <sup>1</sup>	5 (4) <sup>1</sup>
Czech Republic	4 (2) <sup>1</sup>	4 (-1) <sup>1</sup>	0 (-2) <sup>1</sup>
Finland	5	11	-6
France	-1 (-1) <sup>1</sup>	1 (0) <sup>1</sup>	-2 (-2) <sup>1</sup>
Germany	3 (2) <sup>1</sup>	3 (-1) <sup>1</sup>	-3 (-3) <sup>1</sup>
Greece	10 (5) <sup>1</sup>	10 (0) <sup>1</sup>	-4 (-4) <sup>1</sup>
Hungary	13 (11) <sup>1</sup>	4 (-1) <sup>1</sup>	0 (0) <sup>1</sup>
Ireland	7 (5) <sup>1</sup>	0 (-3) <sup>1</sup>	-1 (-1) <sup>1</sup>
Israel	9 (7) <sup>1</sup>	4 (1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Italy	2 (0) <sup>1</sup>	3 (-1) <sup>1</sup>	6 (6) <sup>1</sup>
Netherlands	4 (4) <sup>1</sup>	1 (0) <sup>1</sup>	0 (0) <sup>1</sup>
Norway	3 (3) <sup>1</sup>	-1 (-1) <sup>1</sup>	0 (0) <sup>1</sup>
Poland	12 (10) <sup>1</sup>	7 (0) <sup>1</sup>	3 (3) <sup>1</sup>
Romania	19 (10) <sup>1</sup>	18 (-1) <sup>1</sup>	-1 (-1) <sup>1</sup>
Slovakia	8 (8) <sup>1</sup>	-2 (-4) <sup>1</sup>	0 (0) <sup>1</sup>
Slovenia	13 (9) <sup>1</sup>	13 (5) <sup>1</sup>	1 (1) <sup>1</sup>
South Africa	5 (5) <sup>1</sup>	-2 (0) <sup>1</sup>	-6 (-6) <sup>1</sup>
Spain	3 (1) <sup>1</sup>	2 (-2) <sup>1</sup>	-2 (-3) <sup>1</sup>
Sweden	9 (7) <sup>1</sup>	5 (2) <sup>1</sup>	3 (3) <sup>1</sup>
Switzerland	3 (1) <sup>1</sup>	3 (0) <sup>1</sup>	-3 (-3) <sup>1</sup>
Turkey	16 (12) <sup>1</sup>	5 (-3) <sup>1</sup>	-5 (-5) <sup>1</sup>
UK	7 (7) <sup>1</sup>	2 (0) <sup>1</sup>	1 (1) <sup>1</sup>



†EMEA – Europe, Middle East and Africa.

\* Indicates unadjusted data.

1. Number in parentheses is the Net Employment Outlook when adjusted to remove the impact of seasonal variations in hiring activity. Please note that this data is not available for all countries as a minimum of 17 quarters worth of data is required.

# International Comparisons – Americas

The Quarter 2 2016 survey is based on interviews with over 23,000 employers from 10 countries across North, Central and South America. Among the 10 countries, only employers in Brazil expect payrolls to decline during the April-June time frame. Forecasts improve in three countries when compared to first-quarter results, are unchanged in three countries, and slip by varying degrees in four. In a year-over-year comparison, employer hiring intentions improve in five countries, are unchanged in two and decline in three.

Employers in Colombia and Guatemala report the region’s most optimistic second-quarter hiring plans, with forecasts in both countries improving from three months ago and last year at this time. The Colombian forecast is partly fueled by growing confidence in the Construction sector where employers project the brightest opportunities for job seekers since the sector was first separately analyzed in Quarter 1 2013. A similarly favorable hiring environment is expected in Guatemala where nearly one of every four employers report that they intend to hire in the next three months, boosting that country’s forecast to its most optimistic level since the survey began here in Quarter 2 2008.

The U.S. forecast also remains upbeat with employers in all 13 industry sectors and four geographic regions expecting payrolls to grow by varying degrees during the next three months. As they have for the past three years, employers in the Leisure & Hospitality industry sector report the strongest hiring intentions with nearly four of every 10 employers intending to add to payrolls in the second quarter.

Employer confidence in Mexico remains positive with workforce gains expected in all industry sectors and regions. The strongest hiring plans are reported by employers in the Manufacturing and the Transport & Communications sectors where approximately one in every five employers expects job gains in the second quarter. Even employers in the Mining & Extraction sector remain cautiously optimistic despite ongoing price pressures in oil and commodities.

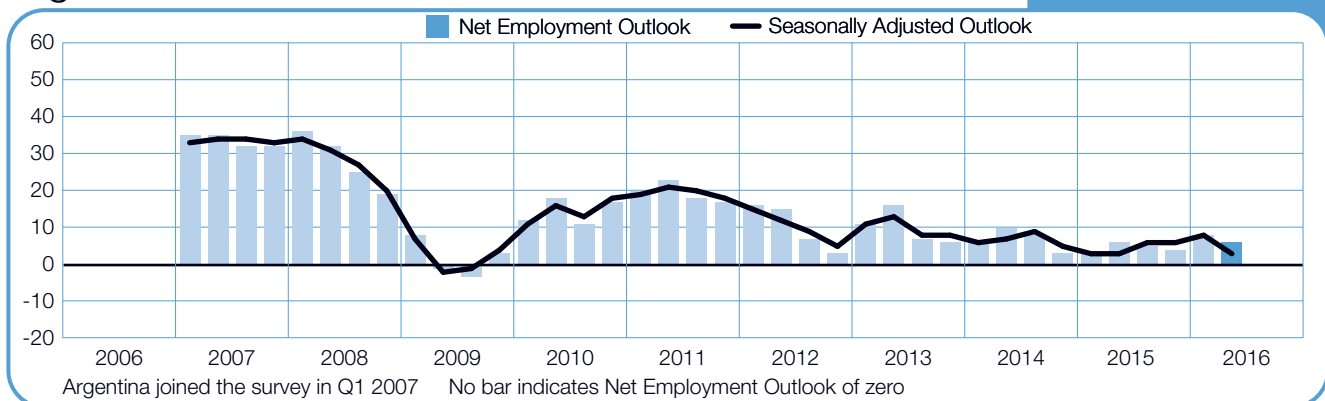
Canada’s Net Employment Outlook is unchanged from three months ago and slightly weaker than last year at this time. However, the forecast for the country’s Manufacturing-Durables sector declines considerably in both quarter-over-quarter and year-over-year comparisons as expected manufacturing gains associated with the weaker Canadian dollar have evidently not yet materialized.

Elsewhere, the hiring pace is expected to remain steady in Costa Rica and Panama, while modest job gains are expected in both Peru and Argentina.

The least optimistic hiring plans—in the Americas as well as across the globe—are reported in Brazil where opportunities for job seekers continue to dwindle. Brazil’s Net Employment Outlook continues the steady decline that started in Quarter 4 2011. As a result, employer confidence dips again to the least optimistic level since the survey was launched in Quarter 4 2009.

## Argentina

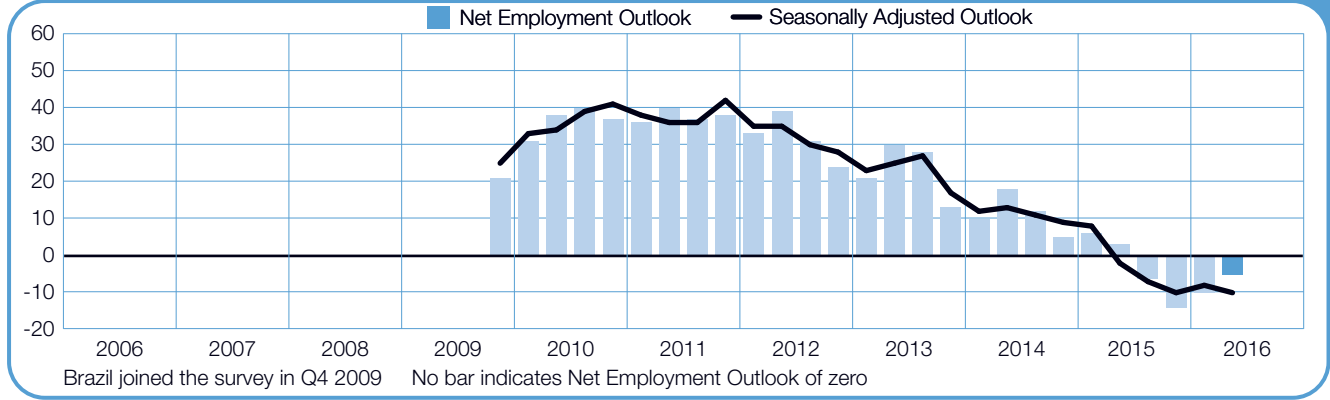
**+6 (+3)%**





# Brazil

**-5 (-10)%**



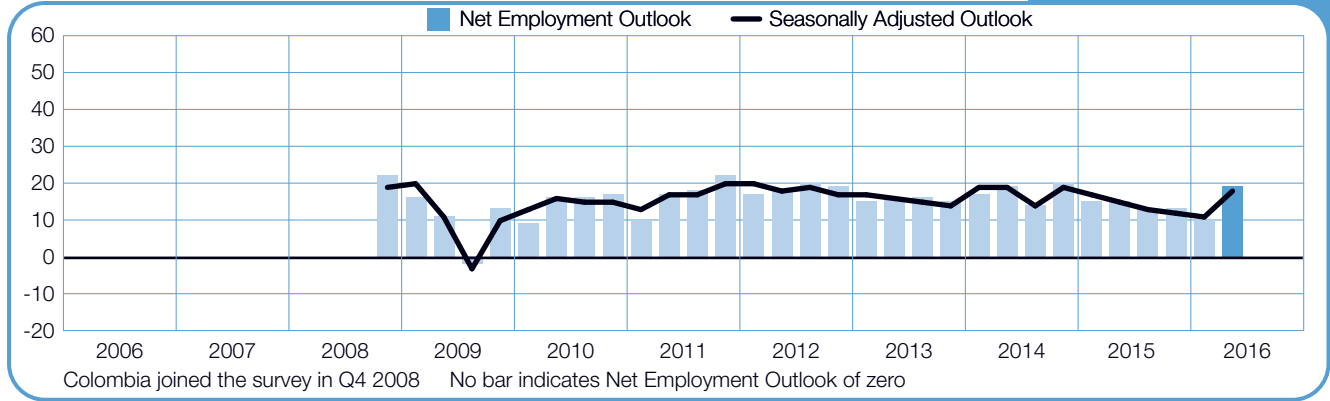
# Canada

**+10 (+7)%**



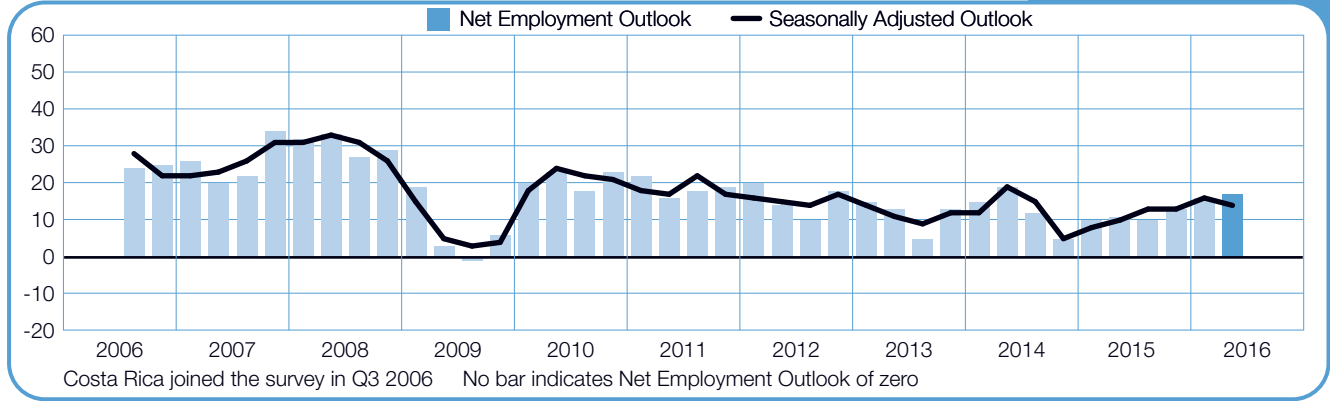
# Colombia

**+19 (+18)%**



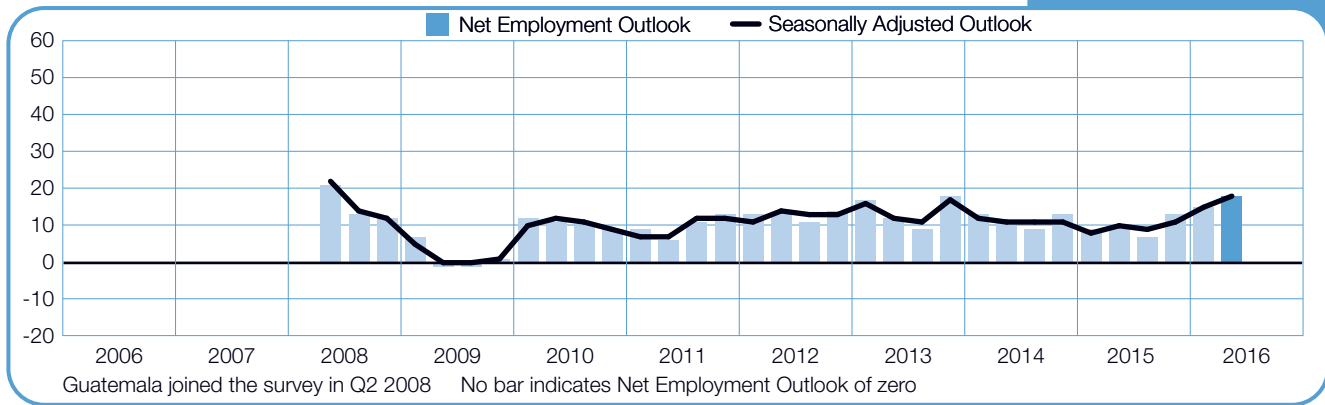
# Costa Rica

**+17 (+14)%**



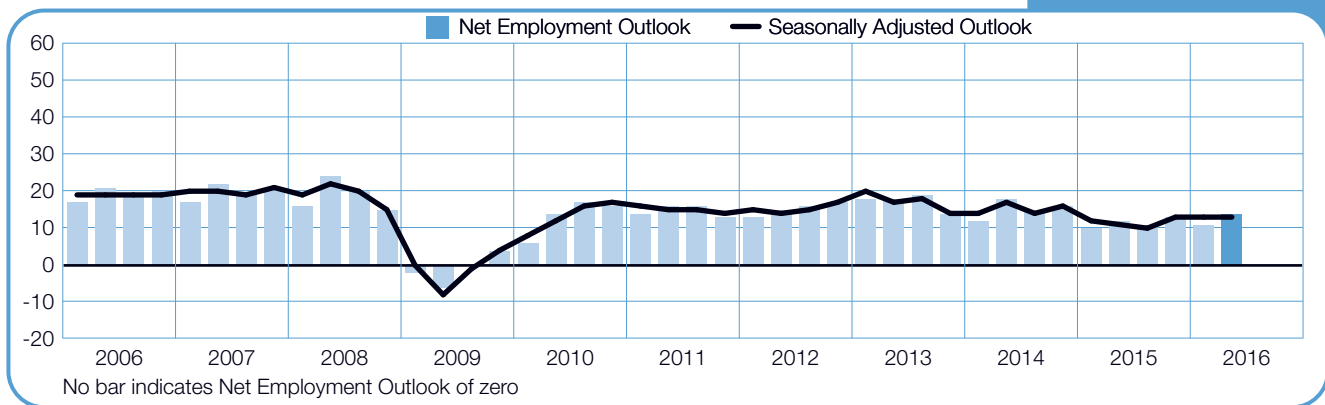
## Guatemala

**+18 (+18)%**



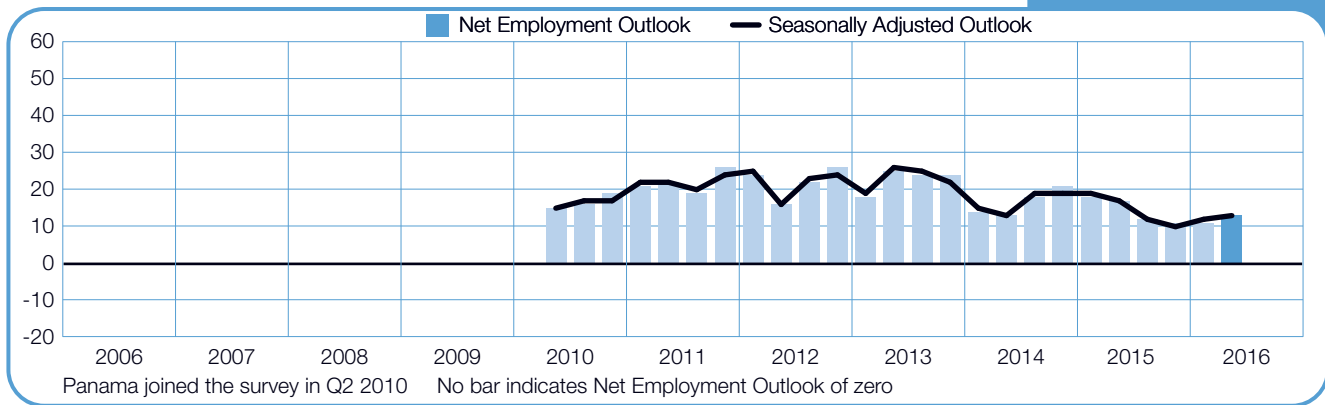
## Mexico

**+14 (+13)%**



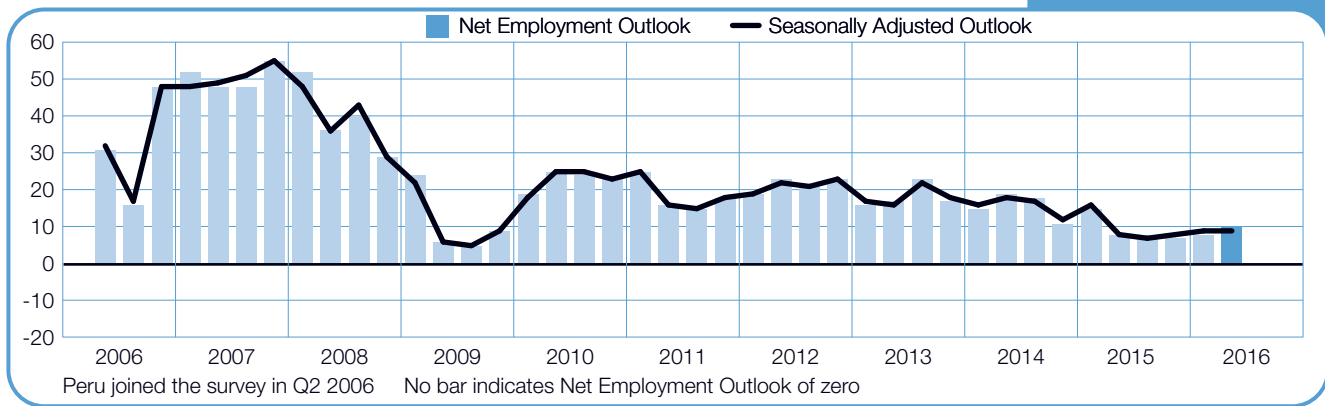
## Panama

**+13 (+13)%**



## Peru

**+10 (+9)%**



# United States of America

**+18 (+16)%**



# International Comparisons – Asia Pacific

Over 15,000 employers were interviewed in the Asia Pacific region. Employers in each of the eight countries and territories intend to add to their workforces over the next three months. However, the hiring pace is expected to slow in most countries and territories in comparisons to both the prior quarter and last year at this time. Hiring intentions weaken from three months ago in seven countries and territories, and remain unchanged in one. Similarly, when compared to Quarter 2 2015, forecasts weaken in seven and improve in only one. Employers in India and Japan report the strongest second-quarter hiring plans, while those in Australia and China report the weakest.

For the third consecutive quarter, employer confidence in India is stronger than in any of the other 41 countries and territories participating in the survey. Nearly half of employers surveyed expect to add to their payrolls during the April-June time frame, and opportunities for job seekers are expected to be bright in most Indian industry sectors and regions.

Activity in Japan's labor market is expected to remain strong through the end of June. Forecasts indicate that opportunities for job seekers in Japan will remain solid in most industry sectors and regions, as nearly a third of the country's employers indicate they have jobs to fill. However, efforts to fill positions continue to be hampered by the challenge of a rapidly shrinking workforce.

Confidence among Taiwan's employers is expected to be similarly strong. However, the survey indicates the hiring pace will slow for the fourth consecutive quarter. A growing dependence on China in this export-driven market may be discouraging employers from hiring at levels similar to the last several years, and the forecast dips to its least optimistic level since Quarter 4 2009.

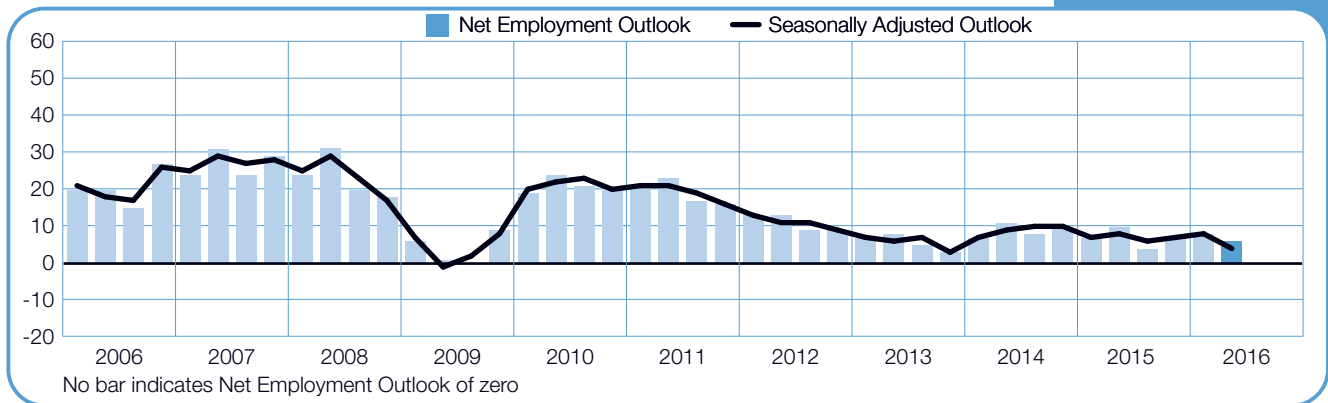
Hong Kong's hiring climate continues to be favorable and job growth has remained relatively stable for eight consecutive quarters, buoyed by a consistently strong Services sector forecast.

Meanwhile, hiring plans in China weaken in comparison to both the prior quarter and Quarter 2 2015. Outlooks are positive in all industry sectors and regions, but are among the weakest reported in the history of the survey. In addition to subdued job growth projections, uncertainty is evidently on the increase as nearly half of the employers surveyed indicate they simply don't know what their second-quarter hiring plans will be.

A general slowdown is evident across much of the rest of the region. Outlooks decline by varying margins in quarter-over-quarter and year-over-year comparisons in Australia, New Zealand and Singapore. Australia's Net Employment Outlook is the weakest in two and a half years. In New Zealand job growth is expected to be weaker than at any point since Quarter 4 2009, while the forecast in Singapore drops to its least optimistic level since Quarter 3 2009.

## Australia

**+6 (+4)%**



# China

+5 (+5)%



# Hong Kong

+14 (+15)%



# India

+39 (+38)%



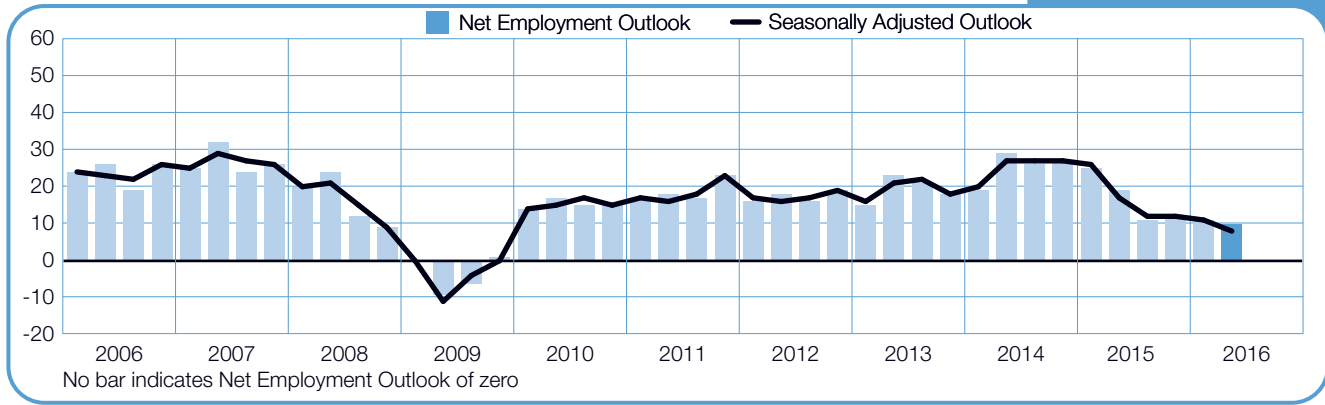
# Japan

+29 (+22)%



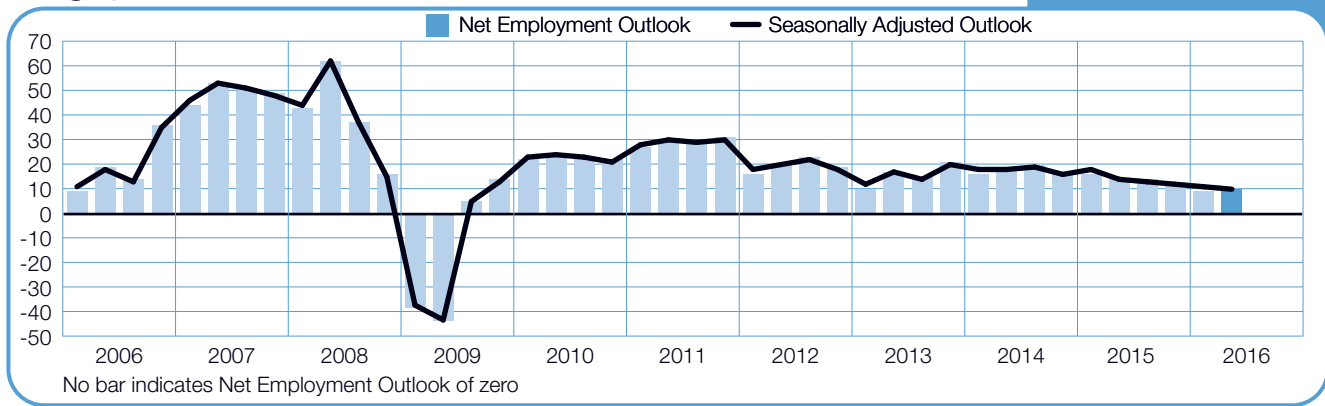
## New Zealand

**+10 (+8)%**



## Singapore

**+10 (+10)%**



## Taiwan

**+21 (+20)%**



# International Comparisons – EMEA

ManpowerGroup interviewed nearly 20,000 employers in 24 countries in the Europe, Middle East and Africa (EMEA) region. Outlooks are mostly positive with employers in 22 of 24 countries planning to add to their payrolls in the second quarter. However, in the EMEA region as elsewhere across the globe, forecasts indicate that the hiring pace will be marginally weaker in comparison to the January-March time frame and the second quarter of last year. Employers report weaker hiring intentions in a quarter-over-quarter comparison in 11 countries with forecasts improving in only five. Outlooks decline in 13 countries year-over-year and improve in only six. The region's strongest second-quarter forecast is reported in Bulgaria, while the weakest forecasts are reported by French and Italian employers.

Hiring intentions in Bulgaria climb to the most optimistic level reported by employers since joining the survey at the start of 2011, fueled in part by strong hiring plans in the Manufacturing sector and an upbeat forecast in the Construction sector. The hiring pace in Turkey is expected to be similarly steady. Positive forecasts are reported in all industry sectors and regions, but Turkey's Net Employment Outlook dips to its least optimistic level since the survey was launched there in Quarter 1 2011 and hiring intentions decline in eight of 11 industry sectors both quarter-over-quarter and year-over-year.

Employer confidence is considerably weaker in France. The Net Employment Outlook remains in negative territory for the third consecutive quarter, resistant

to an encouraging second-quarter surge in the Construction sector where employer confidence improves to its strongest level since Quarter 1 2007. Similarly, the forecast in Italy signals only limited opportunities for job seekers with some gains anticipated by employers in the Wholesale & Retail Trade and Restaurant & Hotel sectors. However, the Net Employment Outlook is relatively stable when compared with the first-quarter results which marked Italy's first positive forecast in nearly five years.

Elsewhere across the region, prospects are more positive. A favorable hiring climate is expected to welcome job seekers during the April-June time frame in Hungary, Poland and Romania. Outlooks remain cautiously optimistic in Slovenia, Slovakia, Israel and Sweden. Positive, but more modest, hiring intentions are reported in most other countries in the EMEA. This includes the UK, where the expected impact from the implementation of the National Living Wage guidelines has yet to materialize and is, as of yet, having little effect on employer hiring plans. The UK forecast indicates job seekers will have some opportunities in the months ahead, with positive hiring intentions reported by employers in all regions and in seven of nine industry sectors.

Meanwhile, talent demand remains restrained in Germany. The Net Employment Outlook continues to be positive but dips to its least optimistic level since Quarter 4 2013 as forecasts decline from year-ago levels in all industry sectors and all but one of eight regions.

## Austria

**+3 (+1)%**



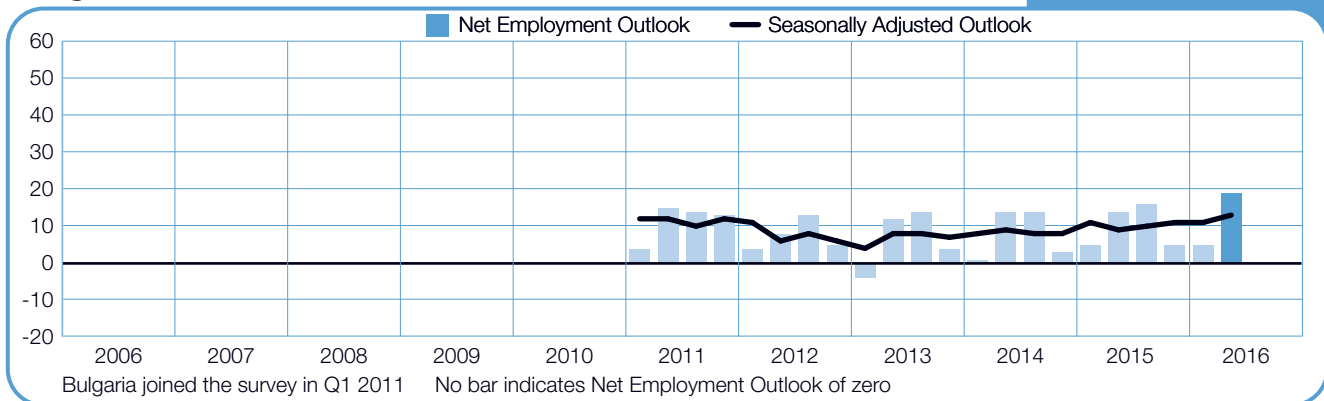
## Belgium

+2 (+1)%



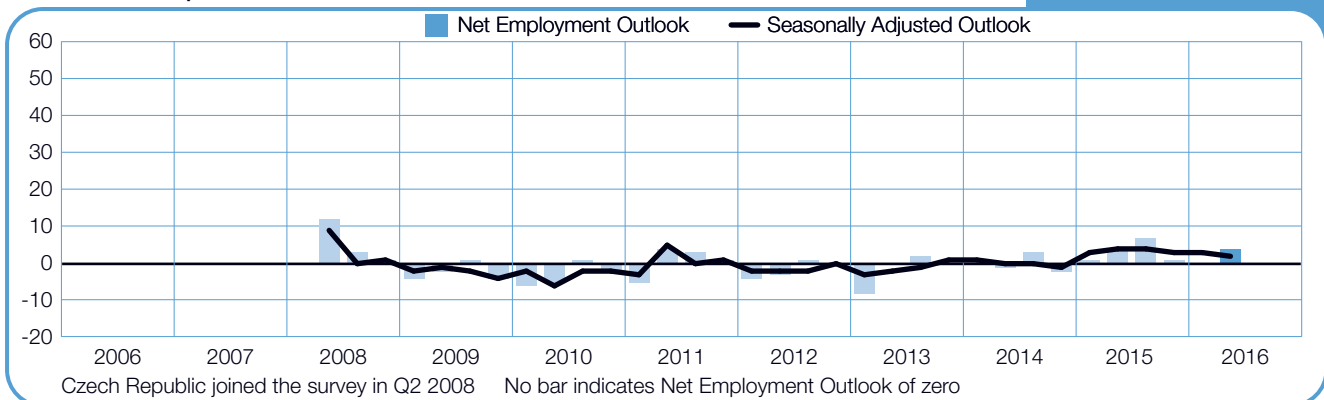
## Bulgaria

+19 (+13)%



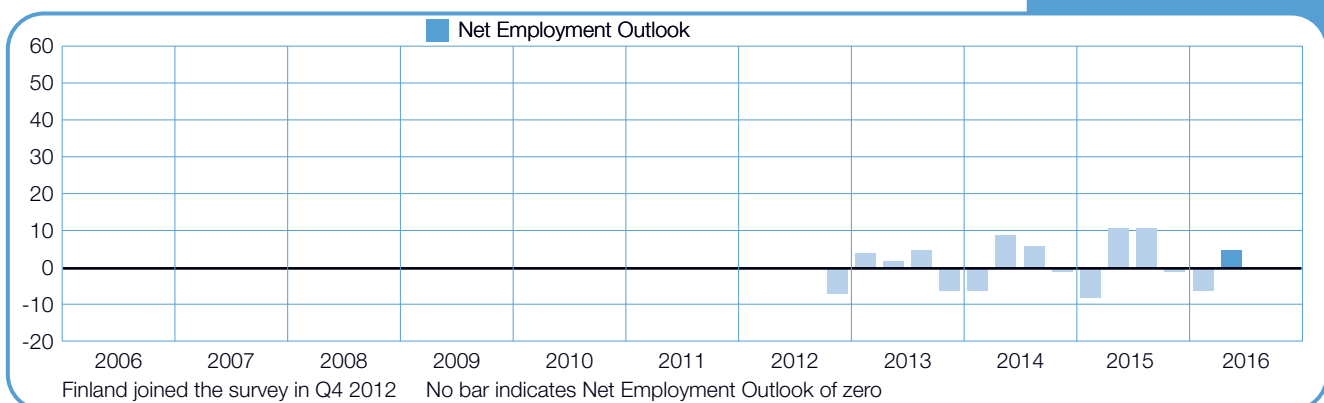
## Czech Republic

+4 (+2)%



## Finland

+5%





## France

-1 (-1)%



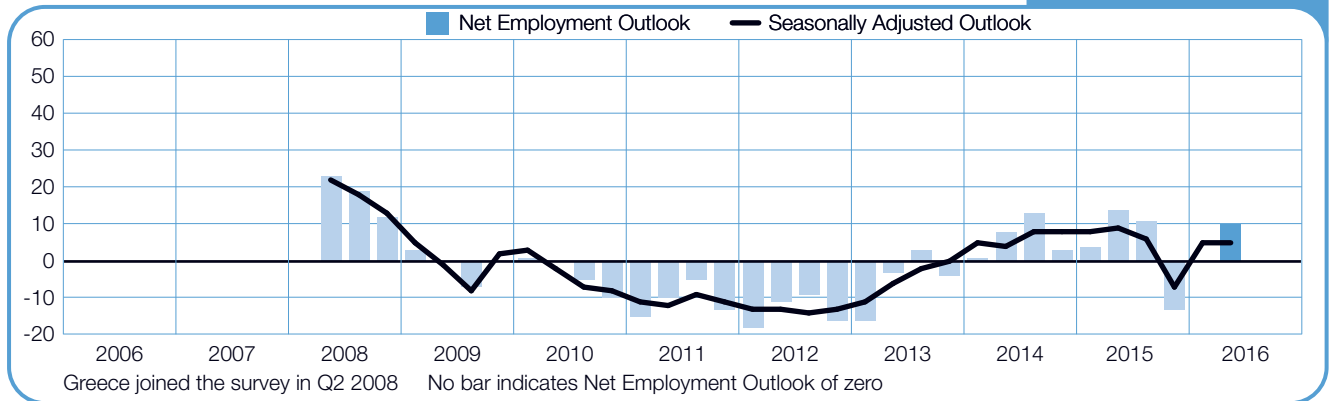
## Germany

+3 (+2)%



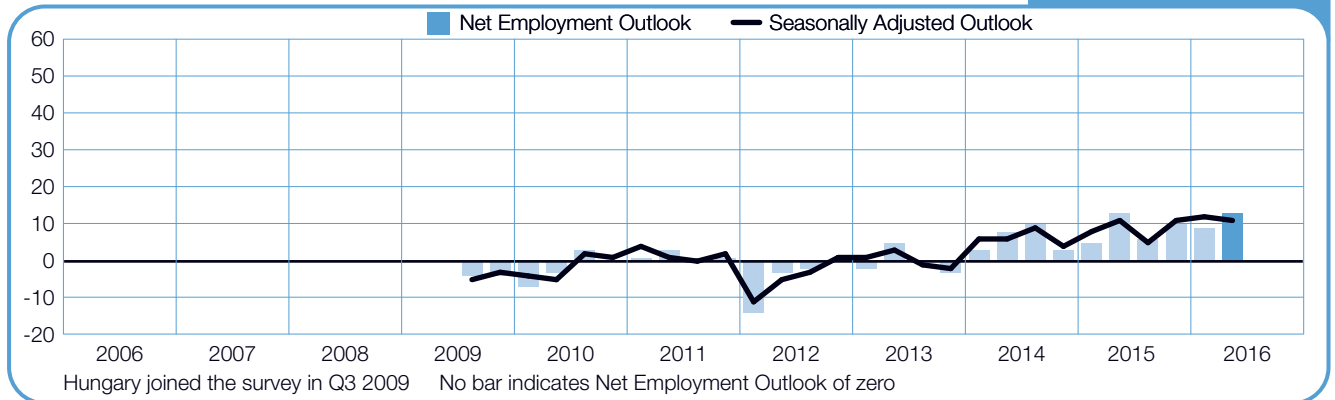
## Greece

+10 (+5)%



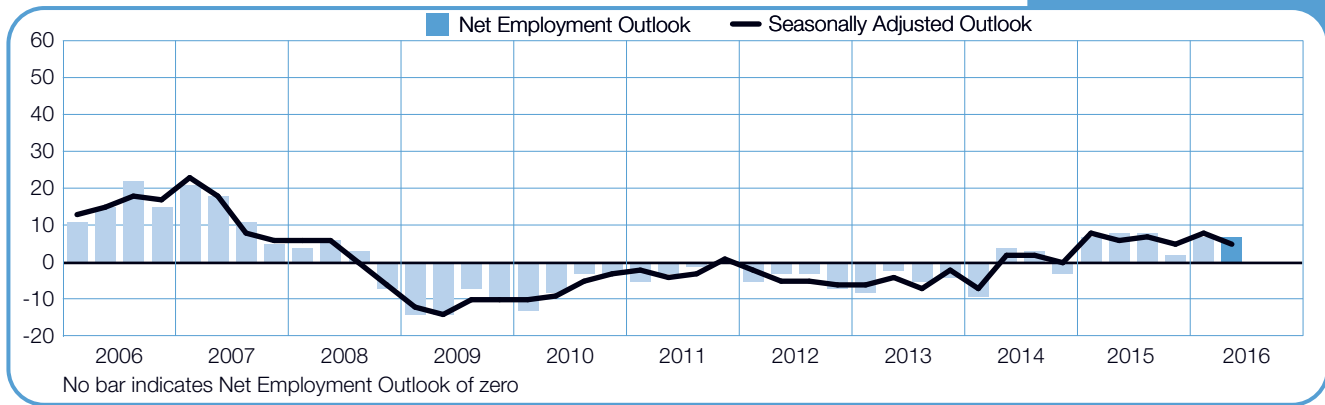
## Hungary

+13 (+11)%



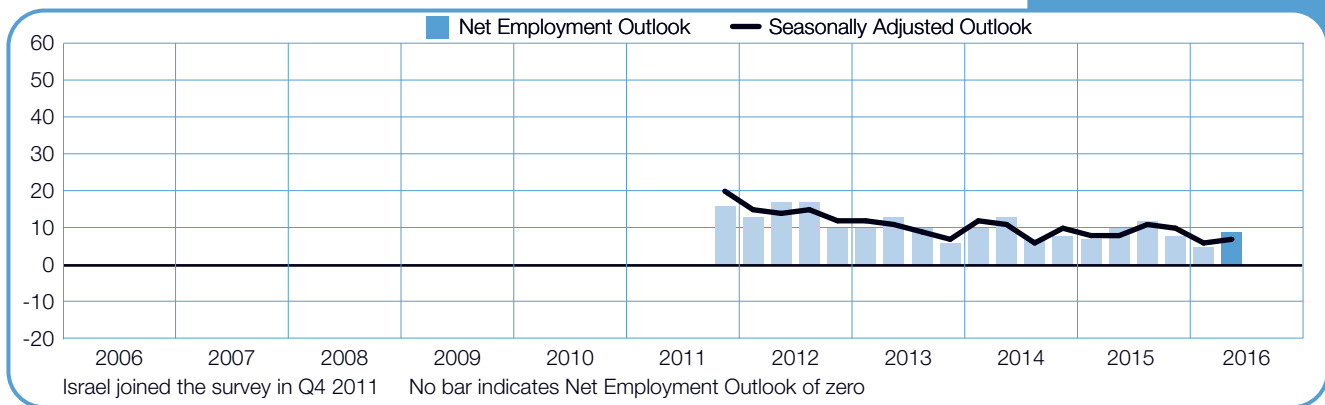
## Ireland

+7 (+5)%



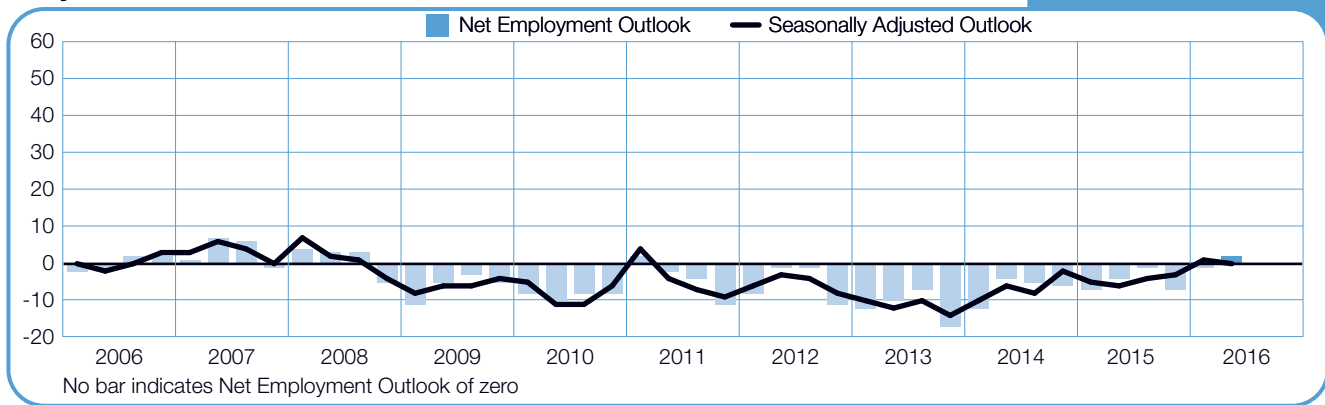
## Israel

+9 (+7)%



## Italy

+2 (0)%



## Netherlands

+4 (+4)%



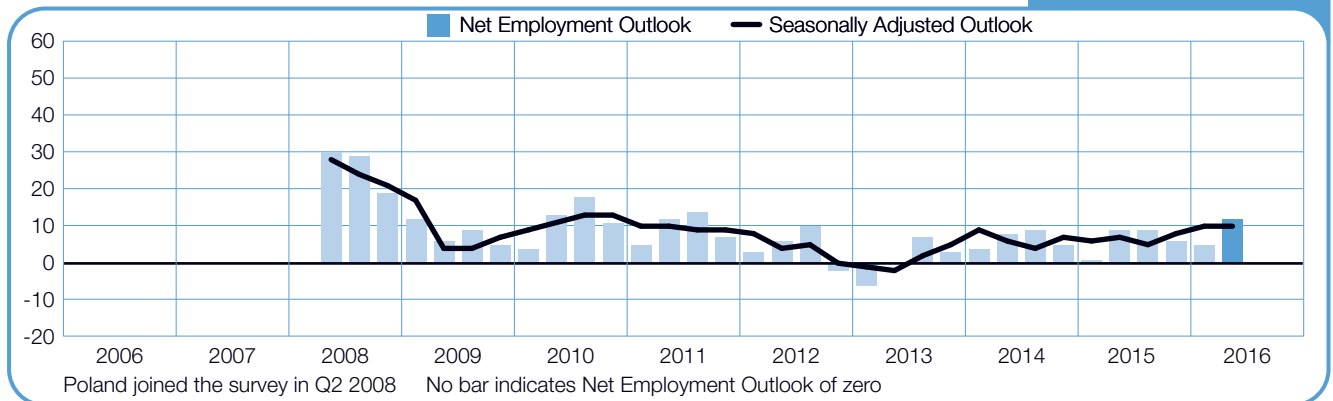
## Norway

**+3 (+3)%**



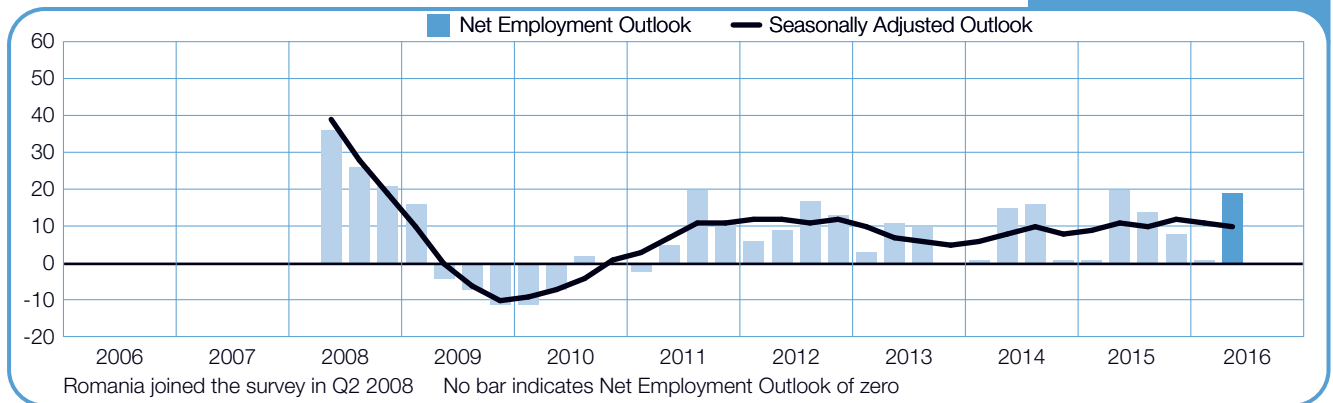
## Poland

**+12 (+10)%**



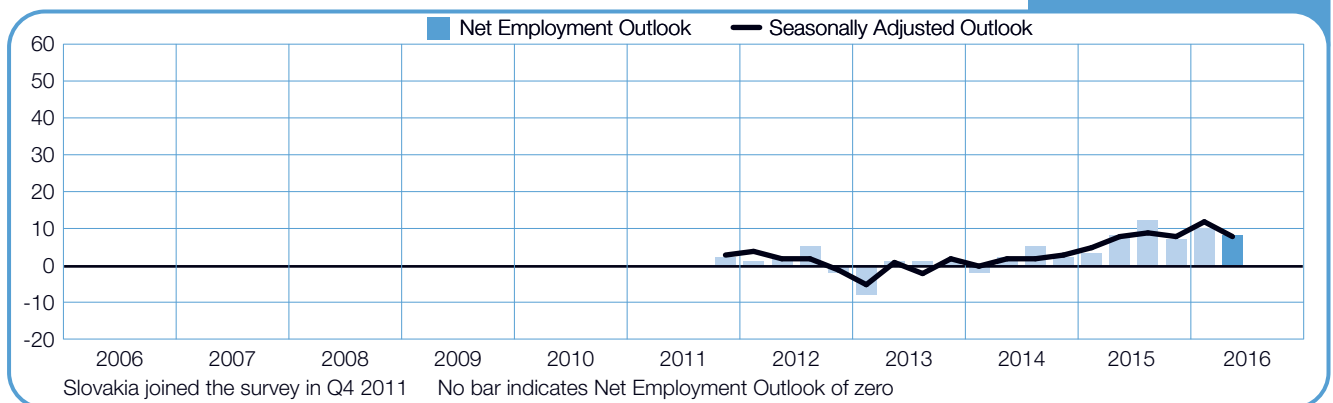
## Romania

**+19 (+10)%**



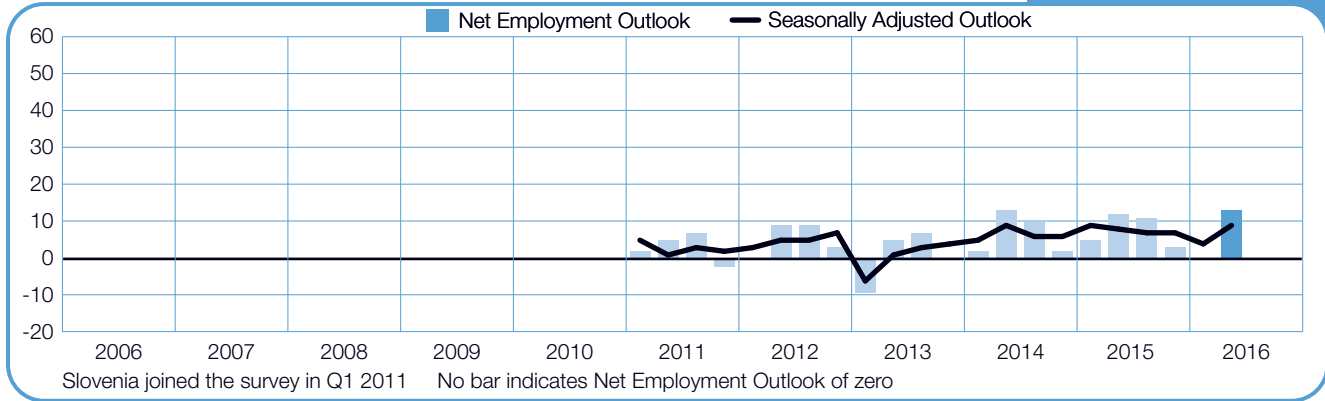
## Slovakia

**+8 (+8)%**



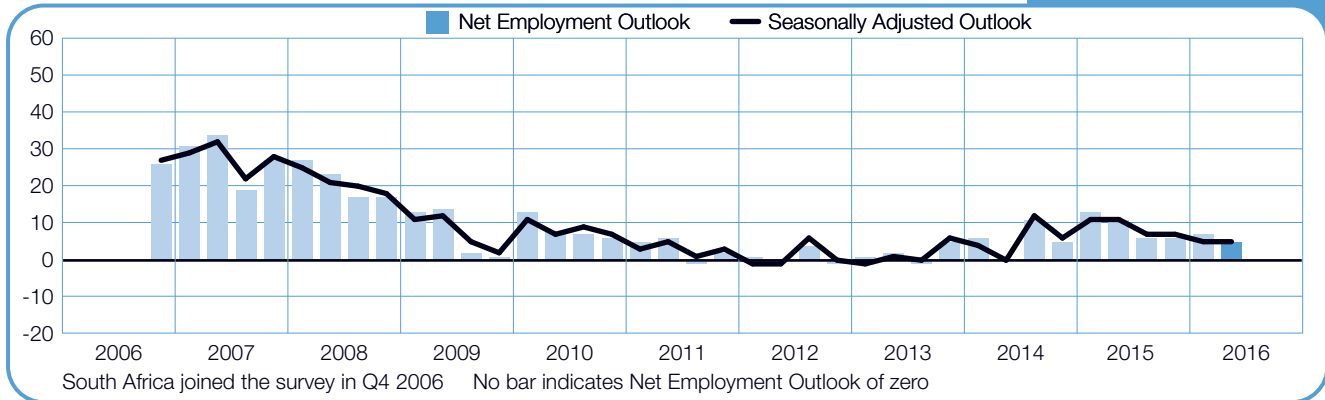
## Slovenia

**+13 (+9)%**



## South Africa

**+5 (+5)%**



## Spain

**+3 (+1)%**



## Sweden

**+9 (+7)%**



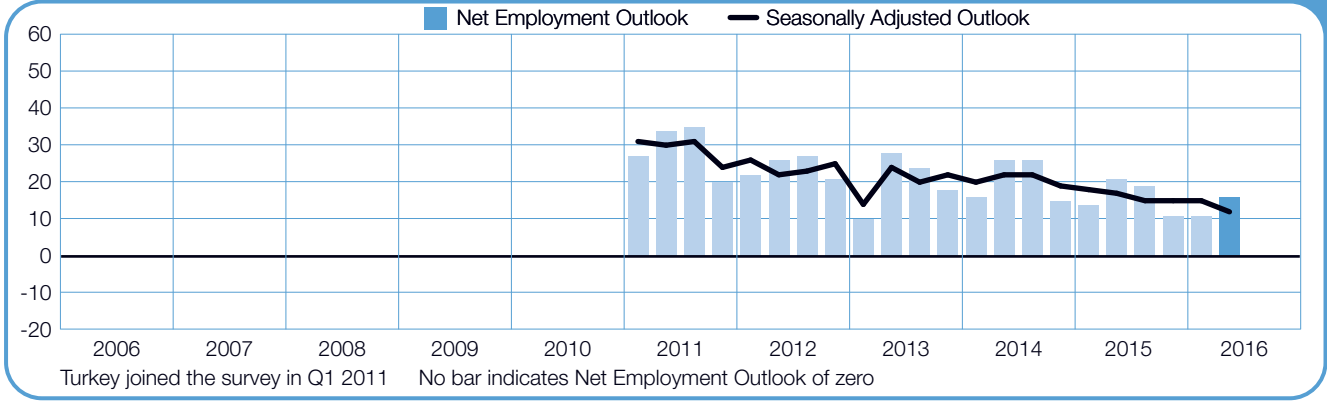
# Switzerland

**+3 (+1)%**



# Turkey

**+16 (+12)%**



# United Kingdom

**+7 (+7)%**



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# About the Survey

The Manpower Employment Outlook Survey is conducted quarterly to measure employers' intentions to increase or decrease the number of employees in their workforces during the next quarter. ManpowerGroup's comprehensive forecast of employer hiring plans has been running for more than 50 years and is one of the most trusted surveys of employment activity in the world. Various factors underpin the success of the Manpower Employment Outlook Survey:

**Unique:** It is unparalleled in its size, scope, longevity and area of focus.

**Projective:** The Manpower Employment Outlook Survey is the most extensive, forward-looking employment survey in the world, asking employers to forecast employment over the next quarter. In contrast, other surveys and studies focus on retrospective data to report on what occurred in the past.

**Independent:** The survey is conducted with a representative sample of employers from throughout the countries and territories in which it is conducted. The survey participants are not derived from ManpowerGroup's customer base.

**Robust:** The survey is based on interviews with over 58,000 public and private employers across 42 countries and territories to measure anticipated employment trends each quarter. This sample allows for analysis to be performed across specific sectors and regions to provide more detailed information.

**Focused:** For more than five decades the survey has derived all of its information from a single question: For the 2Q 2016 research, all employers participating in the survey worldwide are asked the same question, "How do you anticipate total employment at your location to change in the three months to the end of June 2016 as compared to the current quarter?"

## Methodology

The Manpower Employment Outlook Survey is conducted using a validated methodology, in accordance with the highest standards in market research. The survey has been structured to be representative of each national economy. The margin of error for all national, regional and global data is not greater than +/- 3.9%.

## Net Employment Outlook

Throughout this report, we use the term "Net Employment Outlook." This figure is derived by taking the percentage of employers anticipating an increase in hiring activity and subtracting from this the percentage of employers expecting to see a decrease in employment at their location in the next quarter. The result of this calculation is the Net Employment Outlook. Net Employment Outlooks for countries and territories that have accumulated at least 17 quarters of data are reported in a seasonally adjusted format unless otherwise stated.

Seasonal adjustments have been applied to the data for all participating countries except Finland. ManpowerGroup intends to add seasonal adjustments to the data for other countries in the future, as more historical data is compiled. Note that in Quarter 2 2008, ManpowerGroup adopted the TRAMO-SEATS method of seasonal adjustment for data.

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# About ManpowerGroup™

ManpowerGroup™ (NYSE: MAN) has been the world's workforce expert, creating innovative workforce solutions for nearly 70 years. As workforce experts, we connect more than 600,000 people to meaningful work across a wide range of skills and industries every day. Through our ManpowerGroup family of brands—Manpower®, Experis™, Right Management® and ManpowerGroup™ Solutions—we help more than 400,000 clients in 80 countries and territories address their critical talent needs, providing comprehensive solutions to resource, manage and develop talent. In 2016, ManpowerGroup was named one of the World's Most Ethical Companies for the sixth consecutive year and one of Fortune's Most Admired Companies, confirming our position as the most trusted and admired brand in the industry. See how ManpowerGroup makes powering the world of work humanly possible: [www.manpowergroup.com](http://www.manpowergroup.com).

Manpower Slovakia, Lazaretská 8, 811 08 Bratislava, Slovakia  
Tel.: +421 2 5710 6900 Fax: +421 2 5710 6109  
[www.manpower.sk](http://www.manpower.sk)

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